

Will our Change Leadership journey succeed if we do not focus on the personal transitions that are required?

Have you ever experienced or observed anything like this:



- Reorganization or merger that didn't work?
- New IT system that failed before it was implemented?
- Major project that ran out of steam for no apparent reason?
- Long planning meetings stalling due to resistance to new ideas?
- New product or service rollout that flops?
- Competitor enters your market with new disruptive technology?

If you answer yes to any of these all too familiar organizational success obstacles, you likely know from experience that 70% of change efforts fail. And organizational culture is still the core issue...

Shortcomings in organizational culture is the number one barrier to company success in the digital age. That is the central finding from McKinsey's recent survey of global executives, which highlighted three digital-culture deficiencies:

- difficulty forming and acting on a single view of what your customers' needs are;
- functional and departmental silos;
- fear of taking risks!



People don't resist change, they resist being changed.
- Peter Senge

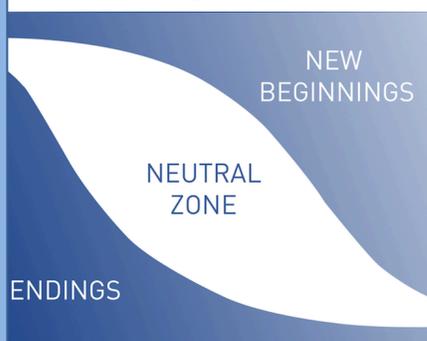
"You had structured learning experiences that were very meaningful around a major change the firm has undertaken. The participants enthusiastically took part in the exercises you facilitated and came out with significant learnings that will support the major change they are to lead."...thanks from Founder - Saint Onge Alliance

The one non-technology domain all organizations need to pay attention to in a digital age is culture.

Are your leaders' capabilities for accelerating transition a match with your organizations strategic change ambitions?

- Linking all stakeholders within - and outside - the organization through the process of *Endings* when letting go of the old
- Leadership role guided by understanding of the human dimension of change especially with ambiguity in *Neutral Zone*
- Shifting status quo to a more charged, engaged & dynamic environment means creating shared picture of what new state can be & our part in that *New Beginning*

We help prepare leaders to support others get to the New Beginnings.



"I just wanted to send you our thanks for helping our management team envision the long-term strategy for growth in our business and

plan to execute the organization changes required to drive this growth." ...appreciation shared by the CEO & President – FESTO